



# Strategic Plan Development - Roadmap Retreat

Catalyst for Educational Change  
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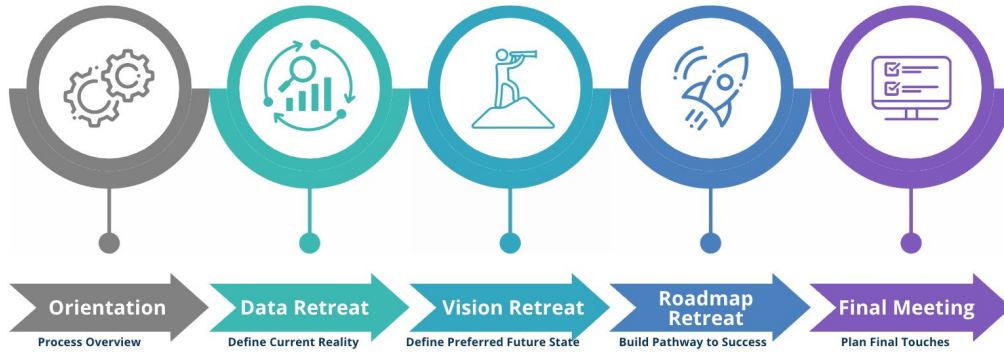
## Welcome & Introduction s





# CEC's Strategic Planning Process

Elevating District Performance: A Strategic Framework for Success



## Goals

Review the  
definitions  
on page 2

Refine Vision  
with Stakeholder  
Feedback

Develop  
Strategic Goals  
& Strategies

# Continuous Improvement Foundations

MISSION

VISION

VALUES

GOALS

## Preferred Future Statement:

Mission, Motto,  
Portraits, Core Values

## Strategic Plan Foundation:

Multi-Year Goals,  
Priority Strategies



## ACTIVITY 1 STAKEHOLDER FEEDBACK



1

Reflect on the feedback and note any adjustments you want to discuss with your group

2

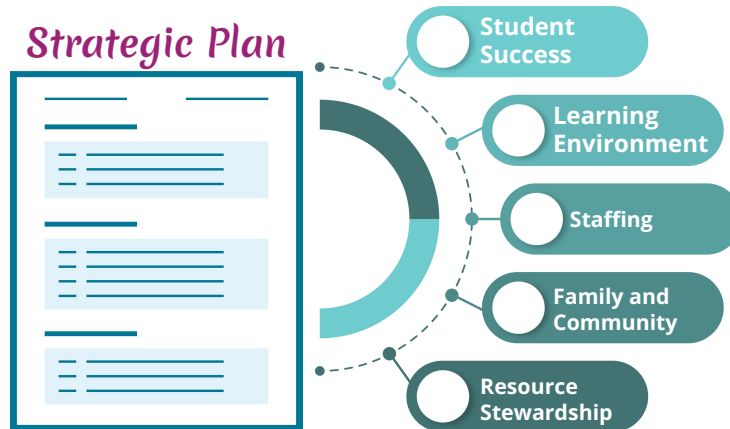
Discuss and come to consensus on adjustments to mission, vision, and portraits



## ACTIVITY 2

### GOAL SETTING

Review  
overview on  
page 4



## ACTIVITY 2

### GOAL SETTING



Long-range goals **define what we strive for** in an effort to achieve our mission and vision.

They **set organizational focus** and **direction**.

They allow us to **monitor and track our performance** aligned to that mission and vision.

Goals foster both **a results orientation** and ensure individual and **collective accountability**.



## ACTIVITY 2

### GOAL SETTING CAUTIONS

**Don't Get  
in the  
WEEDS!**

**Increase compensation for staff**

### **Increase compensation for staff**

**GOAL:** To cultivate a positive and productive working environment that attracts, develops, and retains high-quality staff.

**STRATEGIES:**

- Identify critical factors contributing to a positive work environment.
- Develop strategies to enhance employee engagement, well-being, and professional development.
- Implement initiatives to recognize and reward employee contributions.
- Establish mechanisms for gathering feedback and continuously improving the work environment.

### Action Steps:

- a. **Identify Key Factors**: Conduct surveys, focus groups, and interviews to identify factors that contribute to a positive work environment, such as trust, respect, work-life balance, and opportunities for growth.
- b. **Develop Engagement Strategies**: Design programs and initiatives to promote employee engagement, including mentorship programs, team-building activities, and opportunities for cross-functional collaboration. Provide resources and support for employees to maintain a healthy work-life balance, such as flexible work arrangements and wellness programs.
- c. **Implement Recognition and Reward Initiatives**: Establish formal recognition programs to acknowledge and reward employee contributions, whether through monetary incentives, awards, or public recognition. Encourage peer-to-peer recognition and empower managers to recognize and appreciate their team members' efforts regularly.
- d. **Establish Feedback Mechanisms**: Implement regular feedback mechanisms, such as employee surveys, suggestion boxes, or open-door policies, to gather insights into employee satisfaction, concerns, and suggestions for improvement. Actively listen to employee feedback and take actionable steps to address areas of improvement and enhance the overall work environment.

### Key Performance Indicators (KPIs):

- Employee satisfaction and engagement surveys.
- Employee retention rates.
- Number of employees participating in professional development programs.
- Recognition and reward program participation and impact.
- Talent acquisition metrics (e.g., time to fill vacancies, quality of hires).
- Employee compensation comparison data.

### Continuous Improvement Cycle:

- **Commit to continuous evaluation and improvement** of the initiatives outlined in this plan by building monitoring and communication cycles for shared accountability.
- **Regularly assess the effectiveness** of engagement programs, recognition initiatives, and feedback mechanisms, **and adjust strategies** as needed to ensure they align with evolving employee needs and organizational goals.



## ACTIVITY 2

### GOAL SETTING

- Reflect on the SWOT Weaknesses and Opportunities.
- Write new goals titles and statements for each of the five categories on post-its
- Add to the appropriate chart paper



## ACTIVITY 3

### PRIORITY STRATEGIES

Review  
pages 6-7

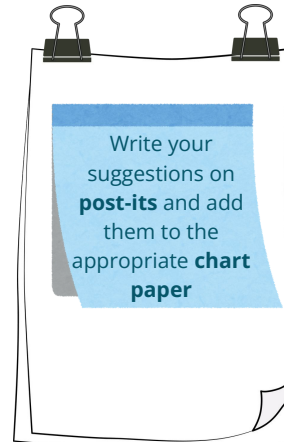
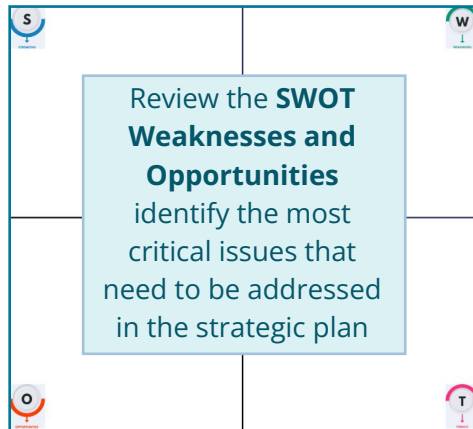
**GOAL**  **WHAT**  
**STRATEGY**  **HOW**



### ACTIVITY 3

## PRIORITY STRATEGIES

Individually  
15  
minutes



### ACTIVITY 3

## PRIORITY STRATEGIES

Page 8

Review and Group	<ul style="list-style-type: none"><li>Review the post-it suggestions for your goal and group them into themes</li></ul>
Define	<ul style="list-style-type: none"><li>Review the grouped themes and the SWOT weaknesses and opportunities</li><li>Define a goal title and goal statement</li></ul>
Develop and Prioritize	<ul style="list-style-type: none"><li>Turn each theme into a strategy statement</li><li>Review the Criteria for Evaluating Strategies before finalizing decisions</li><li>Prioritize the strategy statements from most critical to least critical</li></ul>

Table # _____	Goal # _____
Goal Title	
Goal Statement	
Strategies	
1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	





### ACTIVITY 3

#### PRIORITY STRATEGIES



### Share and Provide Feedback

- Each group share their:
  - Goal Title,
  - Goal Statement, and
  - Priority Strategies
- **Full group provides feedback** on refinement, alignment, and/or overlap
- **10 minutes** per goal



### ACTIVITY 3

#### PRIORITY STRATEGIES



### Align and Consolidate Strategies

- **Reflect on the feedback** given from the other teams
- Adjust your **Goal Title, Goal Statement, and/or Priority Strategies** based on that feedback
- **Chart your final draft** for the team to review

Table # _____	Goal # _____
Goal Title	
Goal Statement	
Strategies	
1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	



## ACTIVITY 3 PRIORITY STRATEGIES



### Feasibility Test!

#### Individually:

- Review updated posters in a Gallery Walk.
- Choose your **TOP TEN** strategies amongst all five goals and mark them with a sticker.

Table # ____	Goal # ____
Goal Title	
Goal Statement	
Strategies	
1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	

## NEXT

### Strategic Plan Website

Our progress will be thoroughly documented and made accessible to team members and stakeholders throughout the process.



#### CLIMATE TREAT



##### AGENDA

Click on the icon above to view the agenda for the Orientation Meeting on August 20th



##### TABLE ASSIGNMENTS

Click on the icon above to view table & article assignments for the orientation meeting.



##### SELECTED ARTICLES

Click on the icon above to view the three articles assigned for the orientation meeting.



##### PARTICIPANT HANDOUT

Click on the icon above to view the participant handout for the orientation meeting

# NEXT

## Stakeholder Feedback Data

Stakeholders will be surveyed on each deliverable developed by this team:

- Did we get it right?
- What would you add, remove, edit?



# NEXT

**Next  
Meeting  
Date**

**Tuesday, May 6  
3:30 pm - 5:00 pm  
VIRTUAL**





## Final thoughts and reflections on the day



*Thank you!*



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